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| <b>HKM ENGINEERING INC.</b>  |                                    |                       |
| <b>PERSONNEL</b>   | <b>NAMES</b>                       | <b>RATE (\$/HOUR)</b> |
| Project Manager  | Zoe Barnard                        | \$72                  |
| Hydrology and Water Quality Specialist   | John Davis / Ronda Burns           | \$68 / \$70           |
| Geohydrology Specialist  | Carla Van Siclen                   | \$90                  |
| Vegetation Specialist  | Ronald LeCain                      | \$80                  |
| Wetlands Specialist  | Ronald LeCain                      | \$80                  |
| Fisheries and Aquatic Biology Specialist   | Mike Sanctuary                     | \$80                  |
| Terrestrial Ecologist  | Mike Sanctuary                     | \$80                  |
| Wildlife Biologist   | Mike Sanctuary                     | \$80                  |
| Geology and Soils Specialist   | Carla Van Siclen                   | \$90                  |
| Geochemistry Specialist  | Todd Erickson                      | \$68                  |
| Land Use Specialist  | Zoe Barnard                        | \$72                  |
| Aesthetics (Visual Resources) Specialist   | Sarah Nicolai                      | \$60                  |
| Aesthetics (Noise) Specialist  | Sarah Nicolai                      | \$60                  |
| Socioeconomics Specialist  | Zoe Barnard                        | \$72                  |
| Historic and Cultural Resources Specialist   | Lynelle Peterson                   | \$80                  |
| Transportation Specialist  | Darryl L. James                    | \$120                 |
| Communications Specialist - Interference with radio, television, and telephone reception | n/a                                |                       |
| Electromagnetic Fields (EMF) Specialist  | n/a                                |                       |
| Economist - Need for transmission lines and pipelines                                    | Darryl L. James / Sarah Nicolai    | \$120 / \$60          |
| Air Quality Specialist   | John Davis                         | \$68                  |
| Drainage Design Specialist   | Carla Van Siclen                   | \$90                  |
| Reclamation Cap Design Specialist  | John Davis / Greg Underhill        | \$68 / \$90           |
| Technical Editor   | Sarah Nicolai                      | \$60                  |
| Senior Clerical  | n/a                                |                       |
| Clerical   | Personnel may change               | \$40                  |
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| <b>TRAVEL</b>  | <b>STATE RATE</b>                  |                       |
| Mileage  | All reimbursements will be based   |                       |
| Lodging  | On maximum all state travel rates. |                       |
| Meals  |                                    |                       |
| Other  |                                    |                       |
|  |                                    |                       |